



Vol. 4, No. 19 • 401 Oct. 13, 1957



"Workers everywhere, including those behind the Iron Curtain, seek two things—peace and freedom. That is why free labor believes that the influence of the United Nations and its charter must be strengthened. By strengthening that influence, the world may yet achieve those goals of peace and freedom."

—AFL-CIO Pres. George Meany
Member, U.S. Delegation to the
United Nations General
Assembly.

UN DAY October 24

AFL-CIO Warns GOP Policies Setting Stage for a Recession

WASHINGTON, D.C.—The stage is set for an economic downturn within the next few months unless waning consumer buying power is boosted and the Eisenhower Administration's tight money policy is upset. The AFL-CIO Economic Policy Committee warns in the current issue of its monthly publication, Economic Trends and Outlook that growing lack of balance between the country's ability to produce and its capacity to consume is to blame.

It points out that business has invested more than \$80 billion in new plant and equipment to increase production since the spring of 1955, while during the same period, "most markets for consumer goods, have been sluggish."

Aggravated by Prices

"This lack of economic balance," the Economic Trends article says, "has been aggravated by rising prices that sap consumer buying power and by the government's tight money policy that restricts the activities of small and middle-sized businesses and farmers."

"It is now being aggravated further by cuts of government defense spending, with resulting layoffs and reduced earnings of workers in many aircraft and electronic plants."

Economic Trends summarizes "signs of danger ahead" under six headings:

1. "Although billions of dollars of new productive capacity are coming into operation, most markets are sluggish or weakening."

2. "Sales of most lines of consumer hard goods have been weak for two years and there are few, if any, signs of a substantial rise in consumer spending during the months immediately ahead."

3. "The capital goods boom, particularly the investment activities of the big corporations, has been leveling off and business outlays for new plant and equipment are expected to decline slightly within the next six months."

4. "Cuts in government defense spending are reducing employment and the demand for materials in aircraft and many other types of defense plants."

5. "Weakening markets for machinery and heavy construction—if accompanied by continued sluggishness in markets for consumer goods—may cause businessmen to cut their inventories."

6. "A combination of several of these trends occurring at the same time can cause a general economic downturn."

Danger Signals Ignored

The publication notes that during a year of "lull" in the general level of economic activities the volume of total national output has remained about the same for nine months.

Industrial production has slipped 2 percent since the end of last year and is now back at the level of December, 1955, it continues; the volume of new construction has been slipping for months, and the number of non-farm wage and salary

jobs has been about the same for several months, after adjusting for seasonal changes.

Despite all the danger signals, Economic Trends asserts, there are no signs of any federal government action to bolster economic activity.

"On the contrary," it continues, "the Administration opposed suggestions for some reduction of personal income taxes, during the past congressional session. The Administration has also continued its restrictive tight money policy and interest rates are the highest in nearly 25 years."



INFORMAL CONFERENCE was caught by the camera as the 12th General Assembly of the United Nations opened in New York. At right is AFL-CIO Pres. George Meany, a member of this country's delegation to the UN. With him, from left, are Sec. of State John Foster Dulles and the U.S. ambassador to the UN, Henry Cabot Lodge, Jr.

Jimmy Karam Sold Vigilante 'Service' to Employers

Little Rock Agitator a Union-Buster

LITTLE ROCK, Ark. (PAI)—Jimmy Karam, Arkansas athletic commissioner and friend of Governor Orval Faubus, who has been getting his name in the papers in connection with the Arkansas desegregation troubles, is no stranger to organized labor.

Karam once was a "labor consultant" with a reputation for anti-labor activities including the creation of organizations to push for "right-to-work" legislation, not only in Arkansas but in other states as well.

Karam's presence in the crowd that rioted around Little Rock's Central High School during the early desegregation disturbances there was noted by reporters,

one of whom reported that Karam was "no newcomer to such scenes."

Back in 1946 Karam was one of the organizers of the Veterans Industrial Association which made its "service" available to employers in labor disputes during the period immediately after World War II.

"Ten years ago, when Florida's Atty.-Gen'l. Watson was trying to enforce one of the first state right-to-work laws," said the Washington Post & Times-Herald, "he called in Karam and the VIA to provide 'militant' protection against 'picketers and strong-arm groups.' Karam announced that he would bring 16 VIA members from Arkansas 'just in case there is an immediate job to do.'

John Shott, in his pamphlet, "How 'Right-To-Work' Laws Are Passed" (1956) noted that Watson announced that Karam and his men were coming to Florida "to help our people find the way back to a free American right-to-work ... he was here last week and agreed to return and help the working men, veterans and non-veterans alike, to organize into an association to back up the right-to-work policy of Florida."

'Vigilante Outfit Against Labor'

Labor unions at the time denounced the Veterans Industrial Association as carrying on "hate propaganda" against organized labor and as seeking "to organize into a vigilante outfit against labor."

Karam, on coming to Florida, was quoted as saying that the VIA intended to form units in 15 Southern states "to prevent labor unions from controlling the South as they do the North." Strong-arm methods were broadly hinted.

Later Karam and Watson quarreled and Shott reports that the newspapers "had a field day over the Watson-Karam quarrel," with the VIA finally getting out of Florida to the tune of such headlines as "Karam-Watson's Union-Wrecking Outfit Blows Up."

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rwdsu RECORD

SEE YOUR CONGRESSMAN! RWDSU members around the country have already begun visiting their Senators and Representatives in the union's drive to win broader coverage of workers under the Federal minimum wage law.

This is a follow-up to the successful 1955 fight to bring the Federal minimum wage to \$1 an hour from the former 75 cents. Now, to complete the job, the RWDSU wants Congress to bring minimum wage and overtime protection to millions of workers in retail and other industries who are unprotected by the law.

Many Senators and Representatives say they haven't heard from "back home" on the issue of extending minimum wage cover-

age. The RWDSU aims to fill this silence with the voices of hundreds of "back-home" folks—delegations of RWDSU local members visiting their legislators at their homes and offices during the present recess of Congress.

This battle in the minimum wage campaign is extremely important. Millions benefited from the 25-cent boost in the federal minimum, including those who were earning more than \$1 an hour as well as the two million whose wages were boosted as much as 25 cents an hour to the \$1 minimum. In the same way many millions will benefit from extension of coverage, including RWDSU members who make much more than \$1 an hour.

See Your Congressman

NOW

Congress is in recess until January, and Senators and Representatives are at home. They will be seeing and talking to their constituents, as they do every year at this time. It is a time which provides delegations of RWDSU local members in hundreds of communities around the country with the best opportunity to reach their Congressmen with an urgent message to extend coverage under the federal minimum wage law to millions of workers now unprotected.

WHAT

Labor-supported bills are in committee in both the Senate and House of Representatives. The Senate bill, number S. 1267, was introduced by Sen. Wayne Morse of Oregon, and in the House it is H.R. 4575, introduced by Rep. Augustin B. Kelley, Democrat of Pennsylvania. They are identical; both bills aim to extend coverage of the Fair Labor Standards Act, which sets minimum wages and hours of work, to about 9,650,000 workers now not covered by the Act. Thus, these workers would be paid at least \$1 an hour, and time and one-half for work after 40 hours. This especially concerns the RWDSU because the workers in its jurisdiction have been among those not covered or exempted from the law. Of some 7 million retail employees, only 230,000 are now subject to minimum wage provisions. Out of 2,500,000 wholesale workers, less than 1,700,000 are covered.

WHOM

Special targets are members of the Senate Labor and Public Welfare Committee and the House Education and Labor Committee. RWDSU local delegations should also visit other Congressmen as well. Delegations visiting Committee members should press them for quick action in reporting out the bills to the floor of the Senate and the House. Other Congressmen should be asked to use their influence on the committees to move the legislation onto the floor for an early vote.

HOW

Usually, meetings with Congressmen or Senators in their home towns take place in the hometown offices most legislators maintain. However, meetings can also be held over breakfast or lunch, or the Congressman may be willing to appear at your membership meeting to talk over the issues. Experienced lobbyists will tell you that a Congressman or Senator will almost never turn you down on a request for a meeting of this kind.

Set up an appointment by calling his office, which is probably located in the local post office or other Federal building in town. If you can't make the appointment this way, call his Washington office at National 8-3120, and ask for the House Office Building or the Senate Office Building.

The delegation should meet in advance to decide on what they will discuss and the points they will make. There should be an informal leader of the group who will make introductions and get the discussion started. If possible, get some publicity in the local press on the meeting. If the Congressman supports your views on the key issues, ask his permission to quote him in a press release after the meeting. You might want to inform the newspapers and television stations so that they can get photographers to take pictures of the group after the meeting.

Try to get some local examples to back up what you say. For example, you might be able to cite low wages paid at some local department store, warehouse or other establishment whose employees would come under the Morse-Kelley bill.

Your group need not necessarily limit itself to the minimum wage extension issue, although that is the one to emphasize. But if you do introduce other issues, don't mention too many, or all will suffer from a lack of attention.

College Students to Debate State 'Right-to-Work' Laws

WASHINGTON (PAI)—The right of the American labor movement to negotiate union shop contracts as contrasted with powerful conservative efforts to legislate new "right-to-work" laws will play a major role in the thinking of thousands of American college students this year as the issue is debated on hundreds of American campuses.

The question has been selected as the "debate topic" for 1957-58 by the Speech Association of America which is composed of some 6,000 speech and debating teachers and annually picks a central topic of wide public interest to be debated throughout the year.

So intense is interest in the subject that AFL-CIO headquarters in Washington has been deluged with requests for debating material from the labor viewpoint. In answer to this the AFL-CIO Education and Publications Departments have prepared a speaker's kit presenting the AFL-CIO position.

As reported by officials of the Speech Association, the "Right-to-Work" topic was selected by a special committee with the approval of some thousand speech teachers who were polled for their choice of some half a dozen subjects, including two labor questions—"right-to-work" and the placing of labor unions under anti-trust legislation.

"Right-to-Work" was first with 1,032 points; prohibition of further nuclear experimentation by international agreement was second with 966 points, and the placing of labor under anti-trust laws was third with 962 points.

The exact wording of the accepted debate topic is:

"Resolved: that the requirement of membership in a labor organization as a condition of employment should be illegal."

Is the phraseology of the question loaded against labor?

There have been some complaints that it is.

Washington Window, a column prepared by the Public Affairs Institute in Washington, says, for instance, that the resolution as phrased by the Speech Association Committee puts labor on the defensive; that it "ignores entirely the rights and obligations involved in the collective bargaining process," and that it may end up with the collegians debating technical instead of real issues.

The column declared that the phrasing of the question "obscures the real question"—that is whether "right-to-work" laws grow out of a genuine concern of employers to protect the freedom of their workers or whether they actually grow out of a desire "to reduce the strength of trade unions in collective bargaining." The column suggests that the question should have been put this way more accurately:

"Resolved: that employers and employees have the right to negotiate union security agreements," which is a statement of their present rights except in "right-to-work" states.



HELPING OUT—Three-year-old Gregory Chofey is doing all he can to help United Rubber Workers boycott against O'Sullivan Rubber Co. O'Sullivan workers are striking against company's low-wage policy. Greg is son of Harry Chofey, member of URW Local 45 Executive Board at U. S. Rubber Co. plant in Connecticut.

15 Railroad Unions Take Strike Vote on Santa Fe

WASHINGTON (PAI)—A new shutdown on the right of railroad workers to have the union shop is now in the making between 15 unions representing some 50,000 workers and the Santa Fe system.

Originally the union shop was barred for railroad workers. Congress lifted the ban in 1951 with an amendment to the Railroad Labor Act permitting negotiation of the union shop. During the past six years most railroads in the United States have signed union shop contracts despite legal efforts by some carriers to have the amendment declared unconstitutional.

Unions taking the strike vote are the Machinists, the Boilermakers, the Sheet Metal Workers, the International Brotherhood of Electrical Workers, the Railway Carmen, the Firemen, Oilers and Railway Shop Laborers, the Railway and Steamship Clerks, the Maintenance of Way Employees, the Railroad Telegraphers, the Railroad Signalmen, the Masters, Mates and Pilots, the Marine Engineers, the Hotel and Restaurant Employees, the Train Dispatchers and the Railroad Yardmasters.

Postal Clerks Charge Ike "Double Standard" on Veto

WASHINGTON (PAI)—The flat charge that the Eisenhower Administration has a double standard of values—"one for its employees and one for its big business friends"—has been made by the National Federation of Post Office Clerks in a blast at the President's "alleged reasons" for vetoing the postal wage raise.

The October issue of the Union Postal Clerk cites arguments to counter the President's "excuses" for killing the pay bill. The labor publication declares:

1) Increased productivity of postal workers warranted the increase. During the Eisenhower administration alone mail volume has gone up 11% while employment averages are up only three percent.

2) Far greater wage increases in private industry for equal skills, training and intelligence warranted the increase. Average pay boosts through collective bargaining for private industry since 1939 range from 188 to 275%. Postal pay has gone up 103% in the same period.

3) One lone salary increase for postal workers since 1951 does not conform either to the pattern of private industry or to the treatment of those Federal employees whose wages are geared to union scales in their fields.

The magazine's analysis reserves its principal attack, however, for the President's argument that a Federal pay raise would contribute unnecessarily to inflationary pressures. This, says the article, is "more lacking in substance than anything ever before devised in an effort to deny postal employees an earned and deserved pay increase."

"Such thinking," the article continues, "overlooks the fact that this policy has not worked in the last six years, during which prices have risen to the highest point in history. It overlooks the fact that the Government itself, in the case of its 'blue-collar' employees and those in the higher pay brackets, has not previously denied increases on the grounds of inflation."

"It overlooks the fact that private industry has not hesitated to increase the prices of its products with or without wage increases to its employees. It overlooks the fact that not one single collective bargaining agreement negotiated in the past year has failed to provide for a wage increase. It overlooks the fact that immediately after the President's plea to hold prices and wages steady, the cost of steel rose \$6 per ton."

Party Unity Urged in Wisc.

MILWAUKEE (PAI)—A proposal to set up a Wisconsin Democratic-Farmer-Labor party (DFL) patterned after the one in Minnesota, is being studied here. It has been announced by Charles M. Schultz, president of the state CIO. Schultz called a meeting of 35 union leaders, top state Democrats and Wisconsin Farmers' union representatives to establish a committee to study the plan.

what's new in our industry

Two of the country's leading supermarket chains have whittled down their trading areas a bit. Kroger Co., the third largest food chain, is withdrawing from Kansas by selling its 16 stores there to J. S. Dillon & Sons. . . . And Food Fair Stores, which ranks seventh among supermarket chains, has sold all its property in Georgia and Tennessee to Colonial Stores.

The Philadelphia area's newest and largest discount house, the Springfield branch of E. J. Korvette, Inc., is drawing big crowds and having an impact on other retailers in and around the city. Korvette launched its new branch two weeks ago with heavy newspaper advertising. The store is further aided by the attraction of novelty. Discount houses are nothing new to Philadelphia, but most of the city's discounters are small operators. Korvette, with 106,000 sq. ft. of floor space, has filled its 1,400-car parking lot steadily since opening day.

Department stores some 10 miles away in downtown Philadelphia say they are not worried about the new stores, but smaller retailers are outspoken. The owner of a suburban camera shop says that though Korvette is nearly 10 miles from his shop, he has scarcely sold a roll of film since it opened . . .

Sales and earnings of Grand Union set high marks in the six months ended Aug. 31. Net earnings were \$2,765,982, 19% above the same period a year ago. Grand Union will open nine "one-stop shopping" stores, combining both food and non-food items, within the next 16 months. Among the non-food items will be apparel, small and major appliances, furnishings and housewares. Stores, to be called "Grand Way Savings Centers," will vary from 35,000 to 90,000 sq. ft. in area.

Campbell's Soup Co. reported net earn-

ings of \$29,949,143 for the 1957 fiscal year, the highest figure in the firm's history. Sales also were at a record high of \$440,852,971 for the year ending July 28. Both figures were ahead of 1956 totals of \$429,841,220 in sales and \$29,243,557 in earnings . . . Libby, McNeill & Libby said it expects its frozen food division will operate in the black in the 1958 fiscal year after a red ink ledger the previous year. Nearly 20% of the company's volume is in the frozen food field, where an acute oversupply situation has existed.

The National Retail Dry Goods Assn. may soon change its name to National Retail Merchants Assn. A recent poll of the association's 8,000 department and specialty store members found the overwhelming majority in favor of a proposal to abandon the 46-year-old "NRDGA" label . . . Lane Bryant reports for the six months ended July 31 net income of \$1,100,000 compared with \$910,000 for similar period a year ago. Sales increased

to \$36,314,870 from \$33,273,300 . . . Reorganization plans under way at bankrupt Consolidated Retail Stores . . . Montgomery Ward sales in the quarter ending Oct. 31 will probably equal the like 1956 period, but earnings will be down 10% . . . National Tea Co. acquired Devan-Horner Inc., a chain of seven supermarkets in Mobile, Ala., and the nine-store chain of Logan Supermarkets in Nashville, Tenn. Acquisitions are part of the company's program to expand into "gap areas" existing between the firm's regional branches.

Substantial gains in sales and net income were achieved by Gimbel Bros., for first half of its fiscal year, the six months ended July 31. Sales totaled \$162,118,627, a rise of 6.5% over the year-earlier period. Company opened two new branches during August—one at Upper Darby as a branch of the Gimbel-Philadelphia store, and the other as a branch of Saks Fifth Avenue at Springfield, N. J.

—Compiled by BARBARA SKEETER

2 Locals Team Up, Win Union News Strike

NEW YORK CITY—United action by two RWDSU affiliates brought a seven-hour strike of 800 newsstand employees to a victorious conclusion early in the morning of Oct. 1. "Outstanding gains" and "a fine settlement" were two phrases most often used to characterize the new 27-month contracts signed by Union News Co. with Local 906 and District 65.



Local 1268 Pres. Joseph Binenbaum, center, says fond farewell to retiring Business Agent David Geisler, as Bus. Agent Sam Ringie, left, holds plaque presented by local to Geisler, commemorating his 45 years of service.

Geisler Honored on Retirement

NEW YORK CITY.—A warm sendoff from his friends and associates in the retail shoe locals of the RWDSU marked the occasion of David Geisler's retirement as business agent of Local 1268. Among those at a dinner Sept. 27 who paid tribute to Geisler's 45 years of union activity were '1268' Manager Joseph Binenbaum, Local 287 Manager Samuel Lowenthal, RWDSU Exec. Vice-Pres. Alex Bail, union attorney for the Shoe Retailers League.

Others on the dais included Mrs. Geis-

ler, Exec. Sec. Jack Paley, Exec. Vice-Pres. Sam Kovenetsky and Editor Max Steinbock of the RWDSU Record, and Assistant Mgr. Jack Maltz of Local 287. They and nearly a hundred others in the audience heard the speakers extol Geisler's long years of service to his local and to the labor movement.

Geisler responded to the tributes and to presentation of a plaque by Toastmaster Binenbaum by pledging to continue his interests and activities in the union even after his retirement.

\$5 Raise, Hour Cut in '338' Pacts

NEW YORK CITY—Wage boosts of \$5 a week started going into pay envelopes of Brooklyn members of Retail Food Clerks Local 338, as contract settlements concluded last month were signed throughout the borough. The settlements also provide that next year the 5-day, 40-hour week will go into effect, representing re-

duction of 5 hours with no cut in pay. The Brooklyn members, employed in independent and chain food stores, number nearly 1,500. Contracts in other boroughs have later expiration dates, and therefore have not yet been settled.

Good news greeted '338' members on another front, as Pres. Julius Sum announced approval by the U.S. Treasury Department of the Retirement Fund Trustees' proposal to liberalize eligibility requirements. Sum, who also serves as chairman of the Board of Trustees, said that as a result, it was expected the number of members applying to the union for retirement will grow over past applications.

The change in regulation, adopted by the Board of Trustees some months ago,

Jerry Fischer Elected Head Of Phone Employees

NEW YORK CITY—The first permanent officers of Local 780 have been elected, with Jerry Fischer named to the top post of president. The local now consists of some 1,200 members. Others elected at a meeting on Sept. 30 were Vice-Pres. Sally Murphy, Sec.-Treas. Dale Buckius, and executive board members Barbara Franklin and Julia Murphy. Officers will serve for a term of four years.

permits retirement when members have a cumulative membership of 15 of the last 20 years. The previous rule required cumulative membership of 20 years out of the last 25.

Several members whose applications are now in the Retirement Fund office, and who were ruled ineligible only be-

cause they had not fulfilled the 20-year requirement, now become immediately eligible for consideration, Sum said. If they meet the new and more liberal requirement, they will be eligible for '338' Retirement Fund benefits.

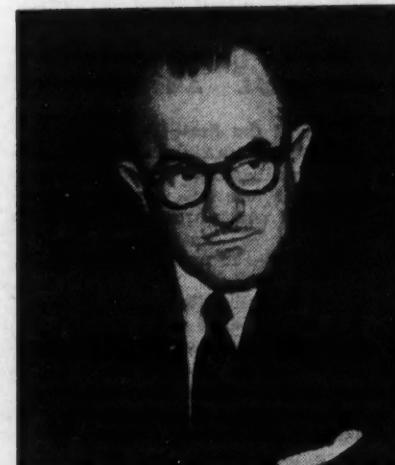
Benefits are \$50 a month at the age of 65, in addition to Social Security.

Mourn Death of Sol Sherman

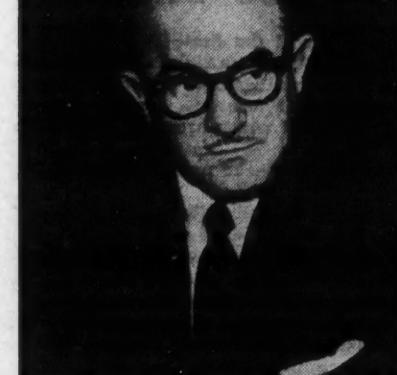
NEW YORK CITY—Sol E. Sherman, assistant business manager of Retail Shoe Employees Local 287, died of a heart attack Sept. 26. He was 57 years old, had been a member of the union for 27 years and an officer for 22 years.

Sherman was noted in the local, and among other unionists as well, for his vigorous and forceful leadership, not only in '287', but in other labor and community activities. He was credited with helping many other unions in organizing, most notably the Millinery Workers Union and the RWDSU's Syrup Employees Local 193.

Funeral services on Sept. 29 were attended by more than 1,000, including many officers and members of the retail shoe locals, other RWDSU locals and community and labor leaders. Surviving Sherman are his wife Gertrude, his daughters Irene and Laura Greenberg, and a granddaughter, Barbara Ann.



SOL E. SHERMAN



Ben Adelson, Morris Greene, Murray Yelin, Sam Krangle, Charles Bianco, John Cattano, Frank Pino and Tony Di Carlo.

Serving with Michelson as negotiators for '65' were Vice-Pres. Al Bernknopf, Org. Max Klarer, Danny Champagne and a large negotiating committee.

The welfare coverage provision is expected to be one of the most important of the gains, especially for older workers. The '906' Welfare Plan, now extended to Union News employees for the first time, provides family Blue Cross hospitalization, surgical benefits for member and wife (or husband), \$1,000 insurance, and sickness and disability benefits ranging up to \$45 a week for a maximum of 20 weeks.

The members of '65' had been covered by the union's Security Plan for sick benefits, death benefits, family hospitalization and family surgical benefits and burial benefits. Under the new pact, they gained complete family medical care as an additional benefit.

Ninety members of '65' employed at Garfield News Co., which is owned by the same employer, won a new pact identical with Union News. As part of the process of matching conditions won at Union News, the Garfield employees gained the 40-hour week as well as the other improvements.

N.E. Joint Board Signs Shoe Chains

BOSTON, Mass.—Two retail shoe chains—Shoe King with three stores and Saul Abraham with two—have been organized and contracts negotiated with them by Local 173 of the New England Joint Board, it was reported by Business Rep. Irving J. Rich. The employees of the two chains gained wage increases, a cut in hours, welfare benefits, a union shop and other improvements.

The organizing drive is continuing at two other chains, Spencer Shoe and Thayer McNeil, which have a total of 25 stores and about 100 employees between them, Rich said.

In other developments in the local, Rich reported that the 65 employees of John Irving Shoe stores, an additional 65 in the Morse chain and 25 in Morton Shoe stores had won a new two-year agreement which provides the following gains: A \$3 increase for salesmen and a \$2 increase for women employees now, and a similar increase next Sept. 15; payments by the employer of \$8 per month for welfare benefits and \$8 per month for retirement benefits for each of the employees. Leading the negotiators were Rich and Jt. Board Vice-Pres. Joseph Casey.

At Antell, Cinderella and Charles Sumner Shoe Companies, the employees won wage increases of \$6.50 a week, plus an additional \$1.75 next year and welfare payments of \$8 per month for each employee. These settlements were negotiated by Rich, Hy Hirsh and Dan Sullivan.

Kovenetsky, Sum Join Negro College Committee

NEW YORK CITY—Local 1-S Pres. Sam Kovenetsky and Local 338 Pres. Julius Sum have been appointed to membership on the Labor Committee of the United Negro College Fund.

The two RWDSU leaders join 23 other labor officials sponsoring the Negro College Fund. The Fund supports 31 private colleges and universities, 30 of them in the South. Its main function is to raise money for its affiliated schools.

Co-chairmen of the Fund's Labor Committee are City CIO Sec.-Treas. Morris Iushevitz and AFL Central Trades and Labor Council Sec.-Treas. James C. Quinn.

The Midwest

600 at Leaf Brands in Chicago Gain Contract Overhaul, Pay Hikes

CHICAGO, Ill.—The 600 employees of Leaf Brands have won a contract settlement which meets their demands for a complete contract overhaul, Chicago Joint Board Pres. Henry Anderson reported.

General wage increases of 8 to 10 cents an hour over 2 years, plus incentive pay improvements which will bring additional earnings to incentive workers, were accompanied by improvements in minimums and progression rates, vacation improvements, and company-paid doctor care.

The key demand for revision of the incentive pay system was met by management's agreement to pay 10% of average incentive earnings plus base pay for the time lost through machine breakdown, at least 15% of average incentive earnings, plus base pay on jobs where no standards are established; maintenance of a crew's earnings when an inexperienced worker is put on a job, and other improvements.

Incentive Pay Gains

The wage boosts for incentive workers, who comprise 90% of the employees, are 4 cents an hour retroactive to last June 1, and 4 cents effective June 1, 1958. In addition, the basis for figuring incentive pay is raised by 5 cents, which will boost incentive rates down the line. Time workers won a wage boost of 5 cents an hour effective last June 1, with another 5 cents next June.

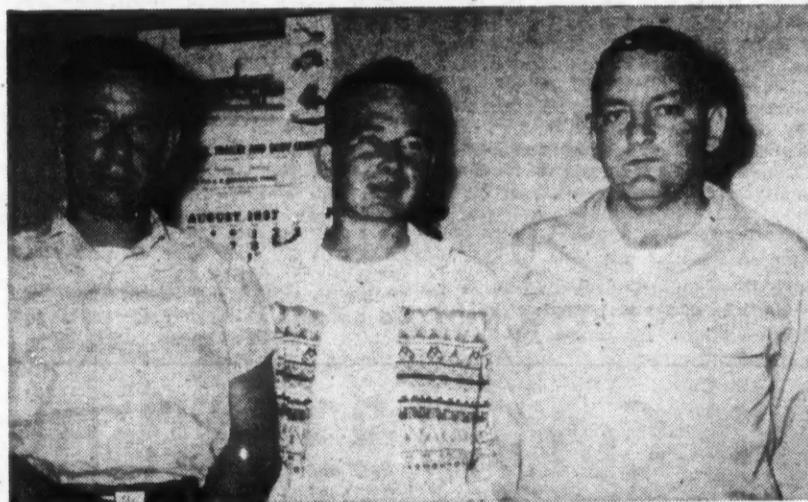
Hiring rates were increased, and the progression period was cut from 18 months to one year. This means a new worker goes to the top rate of his classification in one year instead of a year and a half.

Other gains were a third week's vacation with pay after 15 years' service, and company payment for doctor care coverage in addition to existing hospitalization coverage beginning next June 1. Seniority provisions were improved, and leaves of absence, with retention of seniority, were won for maternity and illness.

The contract, which will run to Oct. 31, 1959, was overwhelmingly ratified by the workers at a meeting Sept. 14. Members of the negotiating committee, in addition to Anderson, were Otis Smith, Frankie Mae DeVoe, Clara Fenton, Marshall McCall, Dora Sepulveda, Annie Lee Forrest, "Pancho" Rayes, Kinnie Dukes, John Redmond and Amy Carson. Also participating were Joint Board Reps. Carl Sanzone and Manuel Galladora.



LAST SUMMER'S STRIKE is re-hashed as Local 379 Org. Vern Ulery, above, left, Chairman-elect Bob Miller and ex-Chairman Bill Long get together at meeting which named new officers for 80-man Page Dairy unit of '379' in Mansfield, O. The 3-day walk-out resulted in a fine settlement, including '379' Dairy Pension Plan. In photo below are newly elected unit officers. L. to r., Vice-Chairman George Bollinger, Chairman Miller and Exec. Sec. Linn Healey.



20-35c in First Braughton Pact

QUAKER CITY, O.—Wage gains ranging from 20 to 35 cents an hour among the plant employees were racked up in the first pact between Local 379 and the newly organized Braughton Dairy plant here, Int'l Rep. Eugene Ingles reported. Along with other improvements, which rounded out a typical '379' contract, the settlement got the enthusiastic approval of the shop last month.

The workers organized last spring and voted for the RWDSU in a National Labor Relations Board election July 11. On the heels of their victory the firm's employees in Huntington, W. Va., also voted

to join the RWDSU. In a third Braughton plant in Marietta, O., with 100 employees, a majority has joined the union.

In the plant, unskilled workers received wage boosts of 15 cents an hour now, the skilled and semi-skilled cate-

gories got 20 cents, and several employees won as much as 30 cents an hour as a result of reclassification of their jobs.

An added 5 cents an hour is due in 8 months, when night shift premiums and premium pay for holiday work will also go into effect.

Retail route salesmen won commission increases of 1%, 18 paid days off per year, and additional company contributions towards uniform upkeep. Wholesale salesmen upped their commissions by one-half percent, received the same days off schedule as the retail men and company payments towards their uniform costs, plus payment for a number of items they had previously delivered free.

Ice cream routemen received a base rate of \$50 a week and commissions of 3% in summer and 4% in winter, as well as a program of working days off with pay.

The negotiating committee was led by Local 379 Org. Bill Kee, and included Unit Chairman Gene Thompson, Vice-Chairman James Carpenter, Sec.-Treas. Ray Brothers, and Stewards Richard Newhart and Gene Berger.

Hail New Pact At McClellan's In Lancaster, O.

LANCASTER, O.—A new one-year agreement between Local 379 and the McClellan Home Dairy has brought the employees one of the best settlements they ever won, Int'l Rep. Gene Ingles reported.

After rejecting the company's first offer, the workers, led by Ingles, pressed management at a total of five negotiating sessions to improve its proposals.

The result was an offer of 12-cent hourly wage increases in the plant and other improvements which got the wholehearted approval of the shop.

Schedules Improved

Along with the plant wage boost came better days-off schedules for plant workers and route salesmen, with the latter receiving an additional 7 days off with pay this year. Route supervisors won a \$1 a week more in base pay.

Plant uniforms will henceforth be furnished and laundered by the company, and the workers in the plant are guaranteed a 45-hour work week. In addition, two workers won higher rates by reclassification.

Besides Ingles, the negotiating committee included Unit Chairman Lawrence Reynolds, William Wachter, Henry Oatly, Leo Frazner, Ray Wachter and Ted Vess.

Reuther Hits Gaps In Medical Care

DETROIT (PAI)—The Michigan State Medical Society, meeting here, was asked by UAW Pres. Walter P. Reuther to join with labor in supporting "experimentation which is soundly conceived and medically oriented and which effectively removes the economic barriers to medical care."

The union leader expressed deep concern over the "great gap which exists today between the advanced state of medical science and the kind of medical care received by the bulk of working people."

Reuther was unable to deliver his speech due to illness. It was read by UAW Vice-Pres. Leonard Woodcock. He spoke of the technological revolution, asking:

"If we gear it to the needs of the people, if we use this power with a sense of social responsibility, we can build a greater new world with all its poverty and hunger and unnecessary suffering from disease removed. Unless we use this power sensibly and sanely in the interests of all of the people, then these machines, instead of building a better world, can dig our economic graves."

Reuther declared that the gap between our potential in medical care and its realization must be closed—"we cannot and must not stand still. If progress is to be made, bold experimentation is needed. Old concepts must be re-evaluated and adapted, and new ones must be developed. Many fear changes; but change is inevitable."

The UAW leader accepted the concept of close patient-doctor relationship saying "no one would knowingly advocate impersonal, assembly-line medicine." And, he held, quality must receive the highest possible priority. He said that a better understanding between organized medicine and organized labor is essential "for the fullest development of medicine and for the sound financing of health care."

The question in America, he added, "as far as millions of wage earners are concerned, is not whether they are going to have adequate prepayment programs. The question is, 'How.'"

Present insurance plans, Reuther said, cover only about one-third of the average family's health service bill. He asked that another third be covered in the future.

Wisc. Labor Merger Nears

LA CROSSE, Wis.—Merger of the State CIO and the State Federation of Labor looks brighter as the result of action by the CIO at its 20th, and probably last, annual convention here. The 400 delegates turned down a resolution that provided that the state CIO's present officers and staff "continue to serve in the merged organization in positions as officers and staff which are commensurate with their present responsibilities."

Opponents of the resolution pointed out it would make merger talks much more difficult.

Charles Heymanns of Milwaukee, AFL-CIO Wisconsin director, said that with the help of George Meany's office, the merger would be effected. Two of Meany's assistants, Peter J. McGavin and R. J. Thomas, are to come to Milwaukee October 10 and 11 to aid the merger discussions.

Heymanns minimized the importance of work jurisdiction matters in merger negotiations by citing a letter from Meany which declared local labor bodies have no function in the field of jurisdiction. The state federation has sought recognition of craft union jurisdictional claims as a condition of voluntary merger.

Workers Share in Automation Benefits at Charleston, S.C. Plant

The South

6 to 17c Raise Won at American Tobacco

CHARLESTON, S.C.—Two months of intensive contract negotiations between Local 15A and the American Tobacco Co. produced late last month one of the best settlements ever won at the big Roi-Tan cigar plant here, Int'l Rep. Larry Larsen reported. The new pact, which runs for a year, covers about 1,350 employees. Automation of plant operations was the key issue before the parties. As a result of the union's efforts to bring some benefit to the workers from automation, wage gains of 9 to 17 cents an hour will go to more than 700 workers and 6 cents an hour to over 500 workers.



NEW LEADER of Bakery Local 441 in Birmingham, Ala. takes over from former Pres. Bill Bordelon, l. Receiving the gavel is Pres.-elect Edward Maize.

Ala. Warehousemen Vote

BIRMINGHAM, Ala.—Despite technical obstacles, placed by the NLRB in the way of an election among 80 Harvey Ragland wholesale grocery warehouse employees, the union's prompt action and strong demands for a quick vote have paid off. An election was set for Oct. 11, as The Record was in the mails.

The workers all signed up in RWDSU during an impromptu midnight strike on Sept. 10, when they walked out in a body in protest over low wages and the employer's refusal even to meet and talk with them.

The Labor Board's regional office at first didn't even acknowledge receipt of the union's petition for an election. Some time after Int'l Rep. Bill Langston, who signed up the workers, prodded the board on this delay, the board casually informed the union that some of the application cards were no good because they had no dates on them.

First blasting the board for taking so long to tell the union about the cards, Langston then quickly re-signed the workers. Finally, after 17 days during which the Labor Board sat on the petition, the election was scheduled.

Those replaced by automation, expected to number between 150 and 200, will receive a choice of either a 2-year top preference for re-hiring or severance pay equaling one to seven weeks' wages, depending on length of service.

400 to Change Jobs

Some 400 workers are expected to have to change jobs as a result of the introduction of automatic machines, and for these a job training program will be set up. Grievances arising under this program will be handled in the same way as the regular grievance system, and the right to arbitration will also apply. These workers will have 90 days in which to qualify for running the new machines.

Earlier company proposals would have caused serious dislocation and even wage cuts among substantial groups of the employees. But the workers were determined to share in the substantial profit the firm will realize from the switch to automation.

It was learned that not only will management save on labor costs, but on material costs as well. New and more efficient use of tobacco leaf will save the company 30% of the leaf, which formerly had to be discarded.

In the negotiations the union was represented by John Cummings, Marie Hodges, Luther Johnson, Nan O. Carter, S. B. Graham, Minnie Lee Brown, Peggy Murray, Catherine Owens, Geneva Harrelson, Dorothy Smith, Eugenia Wheeler.

Irene Reid, Minnie Waites, Marjorie Amos, William Huger, Lillie Mae Marsh, Richard Robertson, Andrew Hicks, Regional Dir. Irving Lebold and Int'l Rep. Larry Larsen.

210 in Alabama Join RWDSU

BIRMINGHAM, Ala.—An independent union representing employees of the largest dairy in this city has affiliated with the RWDSU, Ass't. Area Dir. Frank Parker announced. The firm is the White Dairy Co., whose 210 employees process milk, butter and cheese and sell at retail to individual customers in this area.

Meetings between Parker and the independent local officers, led by Pres. Lloyd McKay, began about two months ago. They culminated in Parker's appearance at a membership meeting on Sept. 26, where he spelled out the advantages of belonging to the main stream of organized labor through affiliation with an AFL-CIO union like the RWDSU.

An overwhelming vote for affiliation was registered at the meeting, which saw a turnout of all but a few of the plant membership.

The move of the White Dairy employees into the RWDSU strengthens all RWDSU dairy workers in this city, Parker observed.

Tenn. A & P Employees Tighten Ranks for Upcoming Election

KNOXVILLE, TENN.—With an NLRB election likely before the month is out, rank and file shop committees representing nine A & P supermarkets in this area heard a former A & P worker tell of her experience with the company's total disregard for seniority rights, and heard her earnest hope that they succeed in bringing in the union. The committees represent 150 A&P employees, who have been working since last spring to organize into the RWDSU.

Imogene Byrge, now a member of the Communications Workers of America, AFL-CIO, was employed in the A&P store in Reardon, Penn. Speaking at the regular shop meeting last month, she told this story:

When the Beardon store was closed in an A&P economy move, she was dropped from her job, and no attempt was made by the company to place her elsewhere even though she had six years' seniority. After she was let go, new people were hired by A & P in other nearby stores but she was never contacted by the company. If the store had been unionized, she maintained, she would still be employed by A & P.

Imogene, now a telephone operator, said she and her fellow workers cherish their union and their contract, particularly the seniority provisions which mean job security...

Expressing agreement with Miss Byrge, and determination to establish job security and decent wages and conditions through the union, the committee members discussed progress in completing organization of the stores.



THREE PRETTY MAIDS from A&P's Alcoa, Tenn. store are active organizers of their fellow store employees. That's Helen Wallace in the center, flanked by two other rank and file organizers, none of whom should have too much trouble signing up the men in the shop, anyway.



'TAKE IT FROM ME,' says former A&P employee Imogene Byrge, a union is the only way to guarantee your job. Miss Byrge, now a telephone operator and member of Communications Workers union, speaks at RWDSU meeting of 9-store A&P organizing committee.



STRATEGY SESSION brings together the Alcoa, Tenn. A & P store organizing committee, one of 9 groups from as many A & P stores in Knoxville area working to bring in the RWDSU. Committees meet regularly to report progress, problems, how to handle them.

Report Shows Contract, Organizing Activity

Borden's Talks Open in Windsor

WINDSOR, Ont.—In a summary of RWDSU activities in this area and in London, Ont., Int'l Rep. Walter Kensit reported a contract settlement between Local 414 and the Automatic Canteen Co., conciliation for the Harry Gray department store contract, negotiations with the Borden dairy here, and a campaign to organize unorganized hotels in London.

The Automatic Canteen settlement, a first union contract, provides 15 employees, who service vending machines in Ford and Chrysler plants, with a package worth 13 cents an hour. The terms include wage rates ranging from \$1.73 to \$1.88 an hour, company paid hospitalization, doctor care and life insurance, guaranteed 40-hour work week all year round, 9 paid holidays, 2 weeks' paid vacation, union shop and more.

Negotiations for a new contract covering 50 employees of the Harry Gray department store will be held before a conciliation officer once more, by order of the Dept. of Labor, and they then go to a board of conciliation.

Talks for a renewal of contract between Local 440 and Borden's got started late last month against the background of a price increase in milk. Further discussions were under way last week, with Kensit leading the union committee, and

the workers determined to fight for a share in the price boost. Their demands are for a \$5 wage boost.

In London, the RWDSU Hotel workers have been picketing and handing out leaflets to the public in front of the unorganized Belvedere Hotel, urging public patronage of the 14 organized hotels in the city. Plans are to picket a different

hotel every Friday evening until the employers permit their workers to organize and establish decent wages and working conditions.

Also in London, Kensit reports the organization of the Silverstein Fish Co., where 16 of the 17 employees have signed up and a certification has been applied for.

Manitoba Store Organized

WINNIPEG, Man.—The first department store in Manitoba to be organized outside of this city is the Hudson's Bay Co. store in Pine Falls, where about 25 employees joined the RWDSU and the union won certification last month, Manitoba Joint Council Business Agent Gordon Ritchie reported.

Preliminary discussions on proposals for a first contract were held at a meeting of the new members, where they also elected officers. Chairman is Roland Duval, and secretary is Corrine Palmer.

Ritchie said negotiations with management would begin soon.

'440' Members On the Job

The milk and other dairy products used by the people of St. Catharine's (about 25 miles from Niagara Falls) and vicinity are produced—and carefully watched for purity—by members of Local 440 of the RWDSU in two dairies here—Mason's and Sunshine.

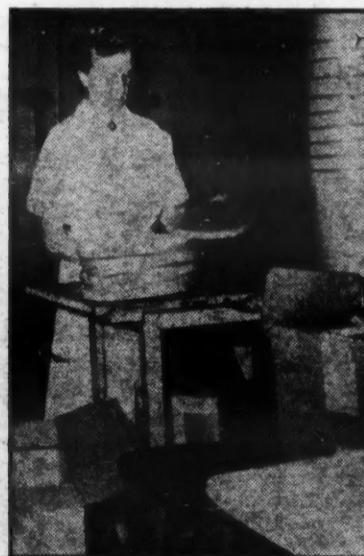
Here are pictures of Mason's Dairy members on the job, shot by '440's traveling education director, Gordon Reekie.



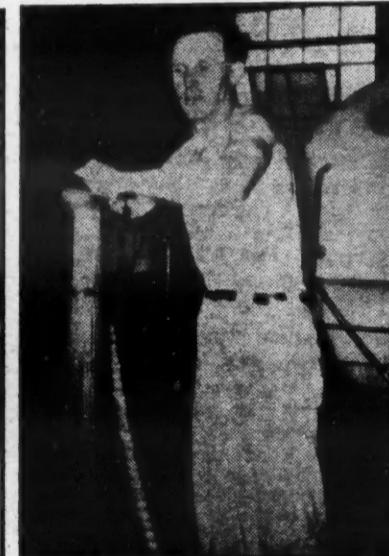
Here's where Local 440 members work in St. Catharine's, Ont.



Eleanor Farr works in ice cream room.



Mrs. Dearing prepares cartons.



Steward Dan Buckley pasteurizes milk.



Steward Bernie Pateman awaits truck.



George Kyle works filling machine.



Stewards Leo Dugas and Bill Saunders.

Canada

Labor Sees Unemployment 'Danger Spot'

OTTAWA (CPA)—"If things go on as they are going on now," says the publication Labor Research, edited by Dr. Eugene Forsey, "our mid-winter peak of unemployment may be an all-time record." The CLC research bulletin says that things might not keep getting worse as new money is pumped into housing and a new budget, perhaps, does something to reverse the trend. "But there is plenty for them to halt or reverse."

"Every month this year the number of persons without jobs and seeking work has been higher than in the same month last year," says Labour Research. "In January the increase was about 6%. In February it was a little less than 5%. In March it was over 16%. In April it was over 19%. In May it was over 17½%. In June it was almost 38½%."

Pointing out that it is unwise to predict exactly what will happen, the article says that, if unemployment this winter increases as it did between July 1956 and March 1957, the same absolute increase this year would give us a March 1958 figure of 675,000, an all-time high.

"It still seems plain that this fall and winter will present a much bigger unemployment problem than we had last winter," Dr. Forsey declared.

In July of this year persons without jobs and seeking work as a percentage of the labor supply showed in these figures:

Region	Unemployed	% of Labor Supply
Atlantic	30,000	6.6
Quebec	54,000	3.9
Prairies	12,000	1.8
Ontario	50,000	2.7
B.C.	17,000	3.9

It is interesting to note that Ontario which has had by far the largest influx of immigrants, does not have the largest percentage of unemployed. In fact Ontario on a percentage basis is the second best region in Canada.

Toronto Machinists Strike Goes on

TORONTO (CPA)—Members of Lodge 438, International Association of Machinists, were still walking the picket lines as the strike against the Canadian Laundry Machinery Co. here entered its third month. Elmer Renaud, business representative of District Lodge 78, reported.

The 100 I.A.M. members walked off the job July 9 following rejection by the company of a conciliation board majority report. A meeting arranged between union and company representatives ended in failure when the company refused to discuss renewal of the contract until members dropped demands for any form of union security.

The walkout at the Canadian Laundry Machinery plant represents the first strike by members of the I.A.M. in Toronto in 35 years.

Spaxman Heads Ont. Local 414

TORONTO, Ont.—Int'l Rep. George Spaxman has been appointed the new director of RWDSU Local 414, union of retail employees, including the huge Dominion Stores chain throughout the province.

Spaxman replaces the former director, Jack Piper, who resigned.

feature Section



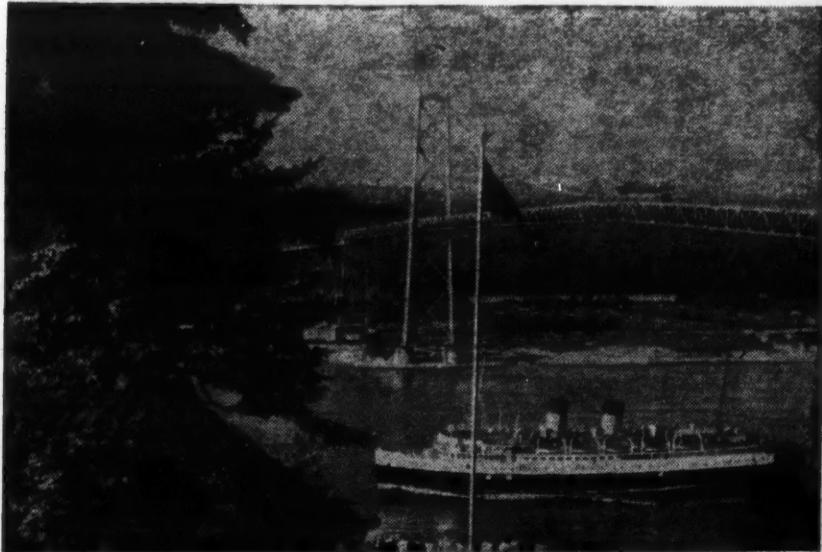
Sad-eyed collie wistfully looking out of window turns out to be a \$25 Grand Prize winner for Murray Fink of Local 335, New York.

'Record' Photo Contest's Grand Prize Winner

Here are the Grand Prize winner and two fine runners-up in The Record's Photo Contest. Once again, as in previous years, the judges were faced with an extremely difficult task in choosing among the many hundreds of fine photos submitted by RWDSU members.

By unanimous decision, the snapshot of the wistful pup above was declared Grand Prize winner, rating photographer Murray Fink, an employee of Daitch-Shopwell supermarket chain, the \$25 award that goes with the title. The two runners-up at right and below deserved prizes too, the judges felt. And so Joseph Blinder, a dental technician who is a member of District 65's Dental Local in New York City, and George A. Paton, a warehouse employee who belongs to Local 535 in Vancouver, B. C., win \$5 prizes for their fine photos.

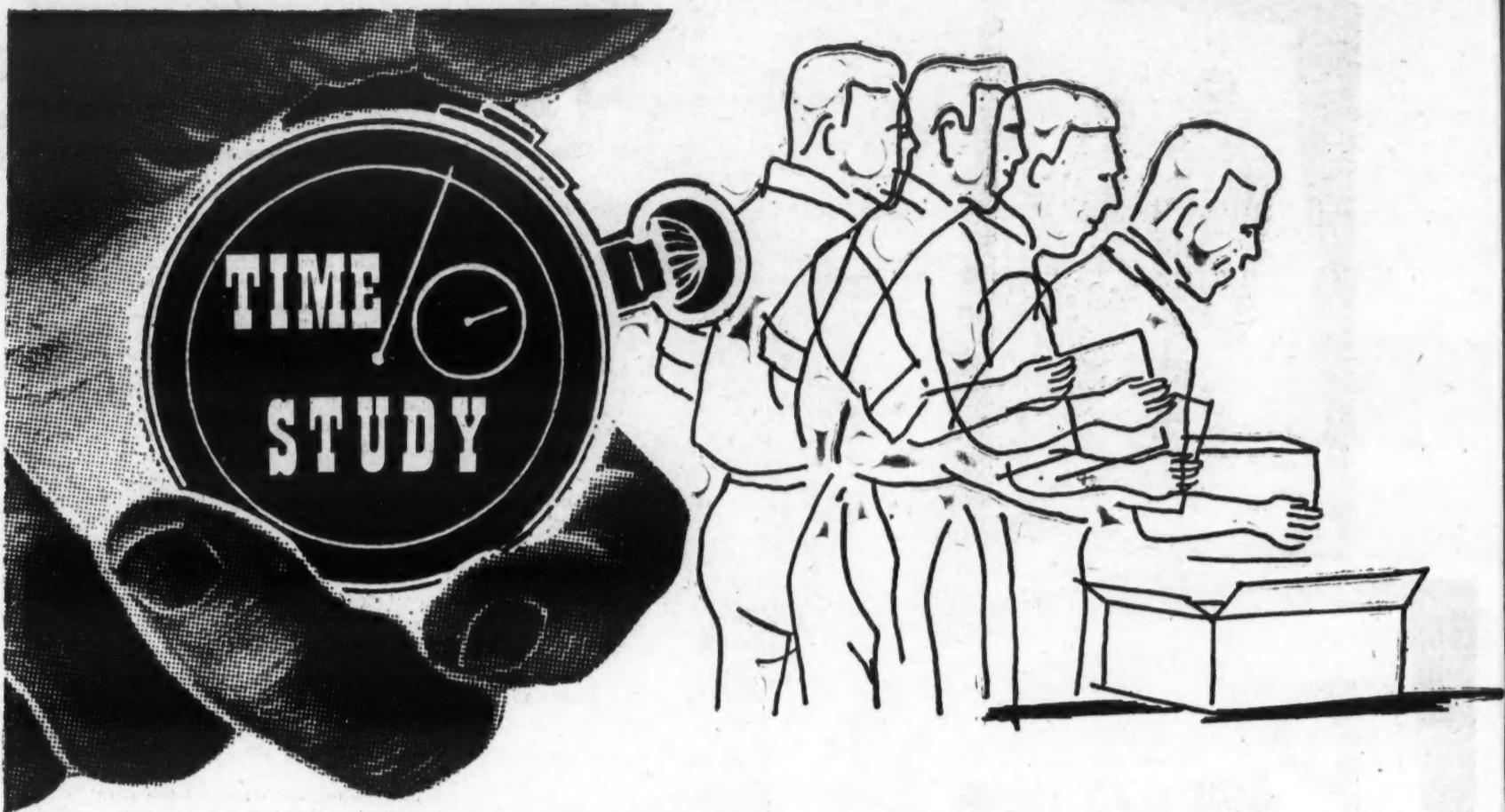
To all the other fine amateur shutterbugs who entered the contest, we extend our sincere appreciation. May your entry be a winner next time!



Scenic view from Prospect Point in Vancouver wins \$5 runner-up prize for George A. Paton of Local 535, whose photo captures grandeur of Western Canada.



His daughter Eva embracing a goose at Bronx Park's Children's Zoo was subject for Joseph Blinder's camera, rating \$5 runner-up prize. He is a member of District 65.



Time study is supposed to be a method of determining the time which should be allowed for a worker to perform a defined job according to a specific method and under prescribed conditions.

Time studies are usually made by timing workers with a stopwatch while they are doing a certain job. This time is then adjusted for such factors as delays, fatigue, personal needs and incentive factors. The result is frequently called a "standard." The job or time standard may be in terms of units per hour, standard hours per 100 units or time per unit. If an incentive plan exists, the standard may also be expressed in monetary terms, such as 1 cent per piece produced.

Have Full Information

Unions faced with time study must be certain that they have complete information on how it is used by their company. In order to provide essential protection to members this information must not be limited in any respect. It must include not only the results of time study, that is, the individual job standards, but also the plan in use by the company and the exact procedures followed.

That this information is essential to collective bargaining is apparent. Without it a union would be unable to sensibly process grievances or discuss pertinent contract clauses.

The union's legal right to such information has been definitely established by decisions of arbitrators and the National Labor Relations Board.

After a time study man has completed the stopwatch timing he has obtained a figure which represents the time, on the average, that it took the particular worker he observed to perform the job.

"Rating" has been defined as the process whereby the time study man compares the actual performance which he observes with a concept or idea of what normal work performance would be on the job being studied. This concept of "normal" must by its nature be carried around in the time study man's head.

During the rating process, the time study man must make two distinctly personal judgments. First he must formulate in his mind the concept of what a normal performance should be on the job being studied and second he must numerically compare the observed performance with his mentally conceived normal performance.

The very nature of rating opens it to abuse. By manipulating this rating factor, it is easy for the time study man to end up with practically any result he chooses.

For example, a company may decide, without measurement of any kind, that a certain item should be produced at the rate of 60 pieces an hour or one piece a minute. Its time study man

What Unions Can Do To Protect Their Members

then studies the job and finds that the average time it took the operator to make one piece was 1½ minutes. This means that only 48 pieces would be produced in an hour. Obviously this falls short of management's set goal of 60 pieces per hour.

So the time study man simply decides that the operator was working below "normal" during the time study and that a "normal" operator would have worked faster. The time study man then adjusts his findings: he cuts the 1½ minutes that it took the "slow" operator by 20 per cent—to come up with the standard that the company wanted of 1 piece per minute or 60 pieces per hour.

It is practically impossible for a union to prove this kind of deliberate deceit since the "normal" operator is only a figment of the time study man's imagination.

So it is easy to see that unscrupulous time study men can readily manipulate time studies.

Time study has become a major issue in union-management relations. Unions have found that grievance handling problems are greatly increased in plants where time study exists. Not only are there more grievances, but a greater amount of time must be spent in investigating and processing time study grievances.

Time study grievances should be handled the same as other grievances. The most important factor is that of getting facts.

While some knowledge of time study is helpful, it is not necessary for the shop steward or other union representative to be a time study man in order to process a time study grievance.

Grievance Checklist

The union representative should:

- Make certain that the record of job conditions and the job description is complete. If either is incomplete, it will be impossible to reproduce the job as it was when the time study was made and therefore the company's time study cannot be checked. This alone is grounds for rejecting the study.

- If the time study sheet does contain sufficient information as to how and under what conditions the job was being performed when the time study was made, then it is necessary to determine whether the job is still being performed in exactly the same way now. Check to see if there has been any change in machines, materials, tools, equipment, tolerances, job layout, etc. Any change should be checked to see if it affects the ability of the operator to pro-

duce at the same rate as that achieved during the time study.

- Usually the total operation or job cycle is broken down for timing purposes into parts which are called elements. Check the elemental breakdown of the job on the time study sheet. See that the beginning and ending point of each element is clearly defined. If it is not, any attempt to measure elements and give them a time value was pure guesswork.

- Check the descriptions of each element to see if they describe what the operator is presently required to do. Any change invalidates the original study.

- Make sure that everything the operator is required to do as part of the job has been recorded and timed on the time study sheet. Watch for tasks which are not part of every cycle. Such things as getting stock, adjusting machines, changing tools, reading blueprints, and waiting for materials are examples of items most frequently missed.

Is Strike-Out Valid?

- Check for "strike-outs." A time study finding is based on a number of different timings of the same job. The time study man may discard some of his timings as "abnormal." If the time study man has discarded any of his recorded times he must record his reasons for doing so. This enables the union to intelligently determine if the "strike-out" is valid. The fact that a particular time is larger or smaller than other times for the same element is not sufficient reason for discarding it.

- Determine if the time study was long enough to accurately reflect all of the variations and conditions which the operator can be expected to face during the job. Was it a proper sample of the whole job? If not, the time study should be rejected as its results are meaningless.

- See that only a simple average, and not the median, mode or other arithmetic device was used in calculating the elemental times. The average is the only proper method for time study purposes.

- Check for rating factor on the time study sheet. Try to find out if the time study man recorded his rating factor before leaving the job or after he computed the observed times. Ask the operator who was time studied if he feels the rating factor is a proper one.

- Watch the worker who was timed worked at the pace he considers proper and then at the pace required to produce the company's workload. The judgment of the worker and steward are as valid as that of the time study man.

- Make sure that allowances for personal time, fatigue and delays have been provided in proper amounts.

- And finally check all the arithmetic for errors.



Pajama Game

THE REAL STORY on which the smash-hit novel, Broadway show and movie are based.



HOW much truth and how much fiction goes into a picture like "Pajama Game," which is based on the real life doings of a local of the Amalgamated Clothing Workers of America in Dubuque, Iowa?

The answer comes from Ed Schultheis, national representative of the Amalgamated, and the man who supervised the ACWA local whose famous fight for a 7½-cent wage increase formed the basis of a best seller, Broadway hit, and now a smash movie.

Adapted from the book "7½ Cents," and starring Doris Day and John Raitt, "Pajama Game" tells the story of the hectic male-female and union-management relationships that existed during this critical period of negotiations.

How much of it is true? According to Schultheis, who should know a great deal. Although the movie has wandered a bit from the actual circumstances, the book itself has a considerable basis in fact.

Richard Bissell, the author, was at one time plant manager as well as the son of the president of the H. B. Glover Co., a pajama company in Dubuque. This gave him considerable first hand knowledge about both the industry and the union which he used as background for his novel.

During the years when he managed the plant, the relationship between the union and management was excellent. In fact, the Amalgamated had a contract with the firm since 1938 and most of the time, all was sweetness and light. The exception arose when a recalcitrant vice president stalled on giving the workers an increase of less than 10 cents an hour, an increase that had already been won by most of the workers in the industry.

Boss Ducks Out on Union

In fact, Schultheis relates, the vice president took his wife on a trip to South America for a few months in order to avoid the inevitable.

As time dragged on (and the vice president finally came home), Schultheis found himself commuting regularly from his office in Chicago to his local of pajama workers. Their patience was growing thin.

Management finally called in a special consultant (at \$500 a day) to advise them. The specialist just happened to wind up on the train sitting next to Schultheis, whom he knew and who was also going to the same town. They compared notes and on his arrival, the consultant greeted the vice president with the advice that he had better pay the increase pronto. He collected his \$500 fee, got back on the train and went home. (Most of this is in the book but not in the movie.)

Schultheis describes the H.B. Glover Company, from which Bissell got most of his background for the book, as having been of a different era. "I never knew of a discharge in that place," he says. "You could work there as long as you wanted to."

Many Long-Time Employees

One woman worked on a buttonhole machine there for 48 years. They had a 50-year club and at least 65 percent of their people had worked there 20, 25 years or longer. When they decided to close the place, practically everybody retired. I think it was one of the largest mass requests for pensions that the Amalgamated has ever received at one time.

"Dick (Bissell) was one of the few young people around. But among the young ones there was plenty of romance, and Dick sure got that into the book and the movie. In fact, there's an awful lot of everybody from that shop in Dubuque floating around in print and on film nowadays."

H. B. Glover, established 1857, is now closed. Not because of the 7½-cent increase, however. Bissell somehow felt that his future lay elsewhere than with pajamas. His family agreed with him.

And so does everybody else.



FAKE REDUCING AIDS

Racket Costs Public \$100 Million a Year

By REP. JOHN A. BLATNIK

The sale of phony weight reducers is fast approaching the scope of big-time racketeering, with stakes as high as \$100 million a year and victims suffering both loss of money and possible jeopardy to their health.

A few weeks ago, the House Subcommittee on Legal and Monetary Affairs of the Committee on Government Operations conducted a four-day hearing on false and misleading advertising of weight-reducing aids. Our objective was to determine whether weight reducers are "new wonder drugs" that "take off pounds while you eat," or rather are being used to cheat those suffering from obesity—and, if so, how to stop the cheating.

Examination of TV and radio commercials, of advertisements and promotional material, measured against the testimony of obesity experts, shows that most ads for such drugs are misleading and potentially dangerous in their deceptions. It is expected that the Subcommittee's report supporting this conclusion and recommending some actions to rectify the situation will be presented shortly after Congress convenes in January. Here is a brief statement of my own feelings on the subject as a Congressman—and a consumer.

All the evidence proves that the only way you can lose weight is to cut down on calories by adhering to a diet approved by a physician for you. So-called "spot reducing" by massage is ineffective without proper dieting. Exercise helps reduce weight only if food intake is limited at the same time. Dr. S. W. Kalb, who directed obesity studies at the Post Graduate Hospital in New York, referred to evidence which has established that to lose one pound of fat without dieting, you would have to walk 33 miles.

Testimony on weight-reducing pills, candies, chewing gum and tablets shows that, despite advertising claims, some are potentially dangerous, others are frauds. Ammonium chloride, manganese salts, and other drugs used in some weight reducers can produce such effects as insomnia, nausea, and miscarriage. Yet the health warnings for some products appear on the packages in extremely small print, a problem the Food and Drug Commissioner has agreed to investigate.

RDX, a reducing wafer advertised on TV's "Twenty-One" show, claims: "Take RDX . . . You can lose weight, yet eat plenty." Experts at the hearing divulged that RDX is powdered skim milk with a little

lemon juice and vitamins. Dr. Kalb popped one in his mouth, and passed the bottle to Committee members, saying, "Try it, you'll like it. It won't kill your appetite." He estimated that RDX costs the manufacturer 7c or 8c for a bottle selling for \$3—a profit of about 4000%. Dr. Kalb concluded, "I would certainly clamp down on their advertising because it is . . . not true. It does not produce weight loss."

Another so-called reducer in the same category is Ayds. Not harmful, but expensive, fattening, and misleadingly promoted. Ayds is a caramel made with a synthetic sweetener. Possibly to improve the taste, cream is added, so each caramel has more calories than ordinary "non-medical" caramels. And Ayds cost \$3 a pound.

'Strict Diet' Aids Ayds

Ayds advertises: "I found Ayds and recaptured my figure." Nothing is said to indicate that the patient, to reduce, must go on a strict diet. As with RDX, inside the package are dieting instructions for a low calorie diet, which, if followed, would reduce the patient without the use of Ayds.

The same technique is used for many of these weight reducers—the ads either say nothing about diet or blatantly say no dieting is necessary. One company advertises: "You lose up to 29 pounds the first month, without going on a diet." Yet, inside the package is a low, 1000-calorie diet. Certainly this is deceptive, fraudulent advertising and should be stopped.

Medical experts stress that many weight reducers are especially dangerous for that large percentage of obese people who unknowingly suffer from other ailments. One study of 6000 overweight persons showed that, of those who were overweight by 10% or more, 72% suffered from anemia, 18% from diabetes, 22% from heart disease, 37% from nervous or psychogenic disturbances, and 7% from gall bladder disease. Each required special diet and special treatment. It could be most risky for an obese person suffering from one or more of these disorders to go on a diet found in a weight-reducer carton and not especially designed for his particular needs.

The most outrageous tactics are used in advertising the "new wonder drugs" for reducing. Regimen is one of the most widely advertised. There are many others—No-Di-Eet; Hungrex; N.D.H.-17; Prescription 812, etc. The active ingredient in all these nostrums is phenylpropanolamine hydrochloride, a drug which is, in effect, a stimulant. Regimen's advertisements, which are typical, state: "Amazing new medical release—medical proof . . . The new wonder drugs are best." What the ads don't say is that the drug is neither new—it's 20 years old—nor a wonder drug.

Hungrex and Regimen sought to add authority to the ads for their "new wonder drug for fat people" by citing medical articles. Included were references to articles by Dr. Kalb and Dr. L. S. Hirsch, published respectively 15 and 19 years ago. Both experts were witnesses at the Congressional hearings and both were indignant because their names had been used, without permission, to promote products that they believed should be banned. Both pronounced the ads misleading, if not downright fraudulent, particularly since the ads stress that no diet is required, while both doctors had placed their patients on rigid special diets while

prescribing the drug in dosages other than those available in Regimen and Hungrex.

It is my opinion that Federal agencies have been lax in protecting consumers against these frauds. The Post Office, which has the toughest job because it must not only prove fraud but intent to defraud, has the best record. It exercised its power and banned Regimen from the mails.

Violations of government labeling requirements fall under the jurisdiction of the Food and Drug Administration, whose research section seems to have been doing an effective job. However, the FDA's activities in the field of deceptive labeling are necessarily limited, since manufacturers of many weight reducers comply with the letter, if not the spirit of the law in their labeling practices.

False and misleading advertising—on radio, TV, in newspapers and other media—is under the jurisdiction of the Federal Trade Commission.

Division Chief Thomas P. Baxter of the FTC testified it has taken as long as 718 days—nearly two years—after a complaint has been filed for the FTC to initiate an investigation. Admittedly, this is an extreme example; but the FTC commonly takes six months or more to initiate a case, and the average for the Post Office Department is one day. It is difficult to avoid the conclusion that the FTC, if it is not dragging its feet, is at least not functioning with the kind of drive that the situation calls for.

One thing needs stating, to be sure. The FTC has only six staff members and \$20,000 a year to police these and all similar cases—woefully weak resources. More funds and personnel for research and investigation are badly needed. Similarly, the FDA and the Post Office could be much more effective if their budgets were increased.

Actually, the FTC and the FDA should use evidence that the Post Office has gathered and presented successfully in the courts or, preferably, procedures should be changed so that if a product were declared a fraud by the Post Office, the judgment automatically would apply to FDA and FTC cases. Legislation may be necessary to effect this type of efficient operation, which would stop not only the mailing of the product but its advertising as well.

Removal From Public Sale

Some authorities suggested that all weight reducers be removed from public sale—both over-the-counter and by mail—unless and until their manufacturers could provide proof of their safety and effectiveness. (Many consumers will recognize this suggestion as one which has been widely advanced through the years for application to all drugs.) This certainty would be the simplest and most direct method of protecting the health and pocketbooks of obese people, who might then go to their physicians for proper diet and, if necessary, for drugs to suit their special needs.

Meanwhile, and at once, in cases involving misleading or exaggerated advertising claims, it is my strong feeling that the FTC should make greater use of its injunctive powers and—following the Post Office's example—bend every effort to present stronger cases in the courts.

Facts About Your Most Valuable Asset

By SIDNEY MARCOLIUS
Consumer Expert for The Record

A lot of people have become unnecessarily worried by articles in newsmagazines and papers to the effect that the Social Security fund is running in the red. In recent weeks articles about this question have appeared in Time, Business Week, Barron's Weekly and Wall Street Journal. Now newspapers over the country are picking up the story and exploiting the phrase about "running in the red."

The result is, people in their 50's and 60's especially are seeking reassurance, as one writes, "that I will get my money." This worried inquirer is a 58-year old woman, who explains that she is "sick a lot of the time trying to work and stick it out for another four years."

Naturally people become disturbed at suggestions that Social Security may run out of money. Social Security represents most families' chief protection against loss of income in old age, or if the family breadwinner dies or becomes disabled after age 50. It is impossible for the average wage-earner with a family to save enough to provide for old age at present wage rates before taxes of about \$63 a week. You'd need about \$30,000 in cash to buy at 65 a joint-and-survivor annuity from a private insurance company to provide \$160 a month while both husband and wife are living, and \$120 to the survivor.

The fact is, some of the recent articles misinterpret the situation. For example, the recent article in Time magazine headlined "The System is Running in the Red," actually gave inaccurate figures to "prove" its inaccurate conclusions.

Time magazine said Social Security collections for the past financial year ending June 30 "were only \$7 billion, while payments exceeded that."

The facts are, payments totaled \$6.51 billions. With oper-



ating costs of \$150 million, total expenditures amounted to only \$6.66 billion, substantially less than Time's reference to payments in excess of \$7 billion.

In this period, income totaled \$7.1 billion, of which \$6.5 billion was from the Social Security taxes we all pay, and \$600 million from interest earned by the fund.

So your trust fund is running in the black, not the red.

Time magazine also pointed to the new payments for totally disabled workers over 50, as an example of the drain on Social Security funds. The fact is, these benefits are paid from a separate Disability Trust Fund financed by a separate tax contribution.

But the most harmful inaccuracy was Time's accusation that the alleged situation has resulted because Congress was "too quick to expand the system and to boost benefits without waiting to get the bill for past increases."

The truth is Congress carefully considered costs and predicted almost exactly the income and payments situation, as anyone knows who has ever bothered to pick up a House or Senate report on Social Security amendments. Both the House and Senate reports estimated that the fund will level off at about \$24 billion in 1957-59, will increase in 1960-61 and then become relatively level at somewhat over \$25 billion in 1961-64.

Since the leveling-off is merely as expected, why all the scare stories? The fact is, Social Security is continually being improved and expanded from its original limited concept. Whether intentionally or not, such articles create a fear that the system already is in bad shape financially, and lead people to fear further improvements would be too costly.

Confusion Permits Attacks on Social Security

Public misunderstanding of Social Security already is widespread. This confusion enables attacks on the program, and also leads to forfeiture of benefits by people who don't understand their rights. A public-opinion poll just completed by Trendex shows how great this misunderstanding is. The poll asked:

"In general, according to present law a person aged 65 has his benefit decreased if he earns more than \$23 a week, and gets none at all if he earns \$42 a week. On the other hand, a man can have unlimited income from dividends and still draw all his benefits. Were you aware of this?"

Forty-four per cent answered yes, 56 per cent, no.

Then the interviewers asked: "Do you think this law is fair?" Only 18.8 per cent answered yes; 67.9 answered no, and 13.3 had no opinion.

What the Trendex poll really shows is that most people still regard Social Security as a form of charity. They feel it's unfair for well-to-do people to get payments if an older who works for his money can't get any if he earns \$42 a week.

But what unions fear most is any suggestion that people should pass a means test to be eligible. Nelson Cruikshank, AFL-CIO Security Director, says labor is all for Social Security for executives and even coupon-clippers; that Social Security is the earned right of the factory president as well as the production-line worker. Social Security is social "insurance" against loss of earnings, not a form of charity.

HOW WELL DO YOU KNOW SOCIAL SECURITY?

Here's a quiz based on frequent misunderstandings about Social Security. See how well your family understands its potential benefits.

1. If you become disabled to the point where you can't do substantial work, but are not yet 50, you should: (a) do nothing until you reach 50 and become eligible for disability payments; (b) apply now to freeze your wage record until you do reach 50.

2. If a widowed mother works full time, her children would (a) be eligible for payments anyway; (b) be barred from payments.

3. If a man who had been earning at least \$80 a week in recent years dies leaving a wife and two children, they would get monthly payments of about \$80; \$136; \$200.

4. If a working mother dies but her husband still lives, the children would: (a) not be eligible for Social Security payments because the father is still able to support them; (b) would be eligible even though the father is alive and does support them.

5. A person eligible for Social Security is: (a) entitled to no payments if he earns over \$1,200 a year; (b) entitled to some payments even if he earns over \$1,200 but not more than \$2,080, and even if he earns over \$2,080, can get payments for any month he earns no more than \$80.

6. If an unmarried person dies, his or her family should: (a) ignore Social Security since there is no spouse or dependent children entitled to payments; (b) apply for the funeral-expense reimbursement, and also for benefits for his or her elderly dependent parents if any.

ANSWERS

1—b; 2—a; 3—\$200; 4—b; 5—b; 6—b.



By JANE GOODSELL

Budget Fuss

When married folk agree to chat
Of finances and money,
It isn't likely they'll end up
Calling each other "honey."

"Okay, okay, I'll promise not to get excited and say mean things to you."

Though they begin in a mood of calm,
Co-operative devotion,
It won't be long till one or both
Begins to show emotion.

("Why can't you understand that a fur coat is actually a long-term investment?")

Compatible though they may be.
Their views are sure to vary
On frivolous expenses versus
Really necessary.

("Seems to me I turned out all right without piano lessons and, if the kid
really has any talent, when does it start showing?")

To her the solution is only too clear
On liquidating debts.
Think of what they'd save if he
Would give up cigarettes!

("I only go to the beauty parlor every other week, and I shampoo my own
hair myself.")

He feels his collar growing hot
And, with a lordly scoff,
He sneers that she'd buy anything
Marked down to one-third off.



("Where the blazes is that \$39.50 you insist you saved by buying that
chair?")

After a mean remark like that,
You really cannot blame
His wife for criticizing
His weekly poker game.

("All I ever hear about is how much you won. Who do you think you're kidding
anyway? And the chair I wanted cost almost twice as much!")

They never, never will agree
On how to make ends meet.
She judges as a low-down trick
Her husband's favorite treat.

("Have you ever considered how much one so-called tiny little bottle of
beer every night adds up to during the course of a year?")

Things are getting pretty tense.
Look at her! She's pouting!
He bangs the table with his fist.
He's turning red and shouting.

("Talk about spending money like a drunken sailor! How about the sewing
machine you bought? I thought you'll make all our clothes with it!")

So mark my words, and mark them well,
Lest it be your undoing.
When monthly billing rolls around,
It puts an end to cooing.



—'Record' drawings by Marjorie Glaubach

LETTERS TO THE EDITOR

Recalls Hoover Depression Days

To the Editor:

In The Record of Sept. 29 appears a letter from John Baker of Chicago saying he opposes a Record editorial criticizing Ike (for failing to take decisive action on various problems confronting the nation).

I wonder if Mr. Baker was too young to have any experiences while a creep named Hoover held power in the White House, and one hundred and forty million American people were suffering while he wallowed in luxury at "The Rapidan?"

CHARLES J. FOSTER
Cedar Rapids, Iowa

Praises 'Fake Baldness Remedies' Article

To the Editor:

The article by Sidney Margolius, "Fake Baldness Remedies," which appeared in the Sept. 15 issue of The Record, is the most informative and educational work I have ever read on this vital subject. All RWDSU Record readers should read that outstanding article. No other newspaper would dare print it for fear of losing the fake advertising.

B. KOCHMANY
Brooklyn, N. Y.

Other Fakers Operating, She Feels

To the Editor:

Thanks for the timely article by Sidney Margolius, "Fake Baldness Remedies."

I did not see the names of the three largest New York City advertisers, Thomas Scalp Specialists, the Wybrant System, and Akers Hair & Scalp Clinics in the article. Are we to believe these three are okay and that we can expect results if we go to them? It is more important that they be exposed than the fakers in small towns. Akers seems to be the newest of these firms and the most anxious to get victims.

Also, what about the "Slenderella Salons" scattered all over the USA. You don't even have to undress to get their treatments—just lie on a table and get reduced by vibration. If that's all there is to it, why doesn't a twice daily one-hour subway ride do the same thing? I ride the subway every day and I'm sure nothing could shake up your whole body more than that. So far, I haven't lost an inch anywhere or an ounce of weight. The meanest of all these, if they are fakers, is the Niagara Massage Co. Free trial chairs treatment for arthritis and free literature are featured.

What about these outfit?

MRS. SALLIE RICHARDS
New York, N. Y.

Another Fruit Grower 'Pear Excellence'

To the Editor:

I was delighted to read of the prodigious pomological production, particularly pears, of Brother Philip Lawrence of Local 305, Mount Vernon. While Brother Lawrence might claim the amateur fruit growing championship among RWDSU members living on the "mainland" of the United States, I would like to lay claim to that title among those living on "off-shore islands" (I live in Elmont on Long Island).

I am the proud owner of three peach trees, five plum trees, two apricot trees, four apple trees, two crab apple trees, one nectarine tree, one Chinese chestnut tree, two fig trees, two orange quince trees, six grape vines, four pear trees, one mulberry tree, one hundred red raspberry bushes, one hundred everbearing strawberries. I also grow watermelons, cantalopes, rhubarb, horse radish, cabbage, celery, cucumbers, tomatoes, peppers, carrots, beets, etc.

This year, from one tree only, I canned 97 quarts of peaches of about 10 peaches each, and 14 quarts of plums, also from one tree. There were about 22 plums to a quart.

SAM FRIEDLANDER
Elmont, New York

Some Ideas for Improving the Record

To the Editor:

I would like to thank The Record and its staff for its selection of one of my photos as a \$5 prize winner. It is quite a thrill to enter and win and I feel quite proud.

While I am at it, I should like to commend The Record for its wide-awake labor journalism. The issues of The Record that appear are uniformly good and certainly very stimulating. Everyone concerned has done a bang-up job. However, if I might, I have one or two suggestions that I believe would improve The Record immensely.

Certainly in our vast membership that encompasses the RWDSU we must have a wealth of talented people. I would like to see (in addition to the regularly featured interviews of famous personalities) interviews of outstanding people in the various locals who have special talents in voice, art, community service, or who have in some way distinguished themselves in fields other than their vocations.

The second suggestion I have to offer concerns regular features on early trade union history. My final suggestion is to have a coupon inserted in The Record, in questionnaire form, listing items that readers might like to see encompassed in the paper such as various hobbies, humorous articles, sports, cultural news and columns. I think that this would enlighten you as to what features members of our locals would enjoy reading.

IRVING STAUB
New York City

(Editors Note: What do other readers think of Brother Staub's suggestions?)

rwdsu RECORD

lighter side of the record



Distilled Evidence

Judge, after charging the jury: "Is there any question you would like to ask before considering the evidence?"

Juror: A couple of us would like to know if the defendant boiled the malt one or two hours and how did he keep the yeast out?"

Lower Education

"Yes, I'll give you a job," said the warehouse manager. "And the first thing I want you to do is sweep the floor."

"But I am a college graduate," protested the youthful applicant.

"O. K.," the employer said, "then I'll show you how."

Stretching For a Gag

A little boy who went to the ballet for the first time with his father watched the girls dance around on their toes for a while, and then asked: "Why don't they just get taller girls?"

Matching Piece

"Now," said the architect, "if you will just give me a general idea of the kind of house you want..."

"That's easy," replied the prospective home owner. "We want something to go with an antique door knocker my wife picked up in Mexico City last winter."



Attention Madison Ave.

The only reason a great many American families don't own an elephant is that they never have been offered an elephant for \$1 down and \$1 a week.

Honesty Best Policy

She visited Monte Carlo for the first time. She went up to a roulette table. A friend advised her to put her money on the number that showed her own age. She put it on 25. The wheel stopped. Then she fainted. It stopped on 35.

Grossly Unfair

Two men stood in a hotel lobby in Washington following a union conference and watched as two pretty girls met and kissed each other affectionately.

"There's another thing that is so unfair," remarked Vic.

"What do you mean?" asked Frank.

"Women doing men's work," came the reply.

Might Like The Sample

A little boy was playing in the yard when a neighbor's friendly Collie dog came over and licked him on the face. The frightened youngster's screams brought the dog's owner out on the run.

"Did the dog bite you?" inquired the owner.

"No, but he tasted me," came the tearful reply.

Sad, But True!

Taste makes waist.

A Good Lesson

"My boy," said the millionaire, "when I was your age I carried for a gang of bricklayers."

"Gee, dad, I'm mighty proud of you. If it hadn't been for your pluck and perseverance, I might have to do something like that myself."

Just A Modest Talent

The beloved Jack London, noted for his thrilling tales of the far north, especially the classic "The Call of the Wild," upon being introduced to a musician, remarked:

"I, too, am a musician in a small way. In fact, my musical talent once was the means of saving my life. In my boyhood there was a great flood in our town. When the water struck our house, my father got on a bed and floated until rescued."

"And you?" asked his listener.
"I accompanied him on the piano," said London.

Inflation

A state of affairs where you never had it so good or parted with it so fast.

Ticklers

By George



TALENT DEMONSTRATION:
Is Warner's description of Barbara Nichols' dancing role in "Miracle in the Rain." After looking at this spider make-up we'll take their word for it.



'906' and '65' Teamwork Wins Union News Strike

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ELECTION NEARS AT A & P IN TENNESSEE

— Page 7

RWDSU 'See Your Congressman' Campaign Under Way

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PHOTO CONTEST WINNER

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next
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Want the lowdown on "reducing" aids? Rep. John Blatnik, chairman of Congressional committee investigating claims, tells of committee's findings in \$100-million-a-year reducing-aid business.

—Page 12

Facts About Social Security: Your Most Valuable Asset

— Page 13

As the World Series went into its seventh game, The Record went to press. Thus the winner of The Record's Baseball Contest could not be determined in time to be announced in this issue. Watch for the winner's name in The Record dated Oct. 27!